

## UIR Meeting Notes10/20/03

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- Introductions done by Sili and all present.
- Announcements: there will be a school board candidates “meet and greet” at El Centro de la Raza. There will be a play area for children and potluck dinner. For more information talk to Colleen.
- There was discussion and review of the EAAR plan/ proposal for approaching the new HSD leadership about UIR work in the department.
- It was noted that there was an analysis of layoffs done but it didn’t count TES. It was stated that we need figures that count TES and the latest round of cuts.
- There was agreement that we need to plan a thoughtful and thorough presentation of the history and purpose of UIR for Patricia McInturff so that she can gain a good understanding of the commitment this department has made to address racism.
- There was consensus that Patricia should be invited to a UIR meeting as soon as possible.
- There was discussion about asking people from other organizations who are doing this work to come in and speak with us. Groups such as FPA, ATR, DON, VISTA, United Way.
- It was stated that HSD used to be encouraged to provide these and other groups with technical support but support and encouragement has diminished and in many cases is discouraged..
- It was asked if there could ever be staff support for UIR and Kim volunteered to do anything she could.
- It was suggested that Patricia see YUIR in action either at our meeting or at the NAME conference.
- There was also the suggestion that we all go to our respective managers and ask them if they are talking about UIR in their management meetings. If they are, what are they saying and if they are not, why not?
- We discussed the need to possibly revisit our UIR principles because they might not be as helpful as they could be.
- **We will invite Patricia to the November 17<sup>th</sup> meeting** and for our next meeting we will work on planning it.

- **The three big components of the meeting will be 1)** presentations/education about our history as a group, **2)** what we see as the current issues, and then **3)** beginning a dialogue about we can work together on these issues.
- The following people will do work for the next meeting:

**Compile the history of HSD UIR: Mary Flowers & Colleen**

**Summarize the current critical issues: Georgiana & David**

**Researching the Mayor's Justice Initiative: Julia**

**The next meeting will be November 3<sup>rd</sup> , 12pm 13<sup>th</sup> Floor Conference Room.**